



ANNEX - National contribution on the progress made in implementing the conclusions on "Women's empowerment and the link to sustainable development" adopted at the 60th session of the CSW.

1. What measures have been taken to strengthen normative, legal and policy frameworks for the gender-responsive implementation of the 2030 Agenda for Sustainable Development?

SDG 5.1 To eradicate all forms of discrimination against all women and girls everywhere. The legislative framework in Romania that guarantees equal opportunities and treatment between women and men includes provisions both at the constitutional level and at the level of special law, but there were no legal provisions to ensure the possibility of promoting the gender perspective through specific measures and means to allow, in a concrete way, to be implemented and monitored, at the level of all employers:

1. Constitutional provisions - The Romanian Constitution provides in Title I, art. 16 para. (1) the fact that "citizens are equal before the law and public authorities, without privileges and without discrimination" and at par. (3), the fact that "public positions and dignities, civil or military, may be occupied, in accordance with the law, by persons who have Romanian citizenship and domicile in the country. The Romanian state guarantees equal opportunities between women and men for occupying these positions and dignities". Also, in article 41 par. (4) it is provided that "at equal work, women have equal pay for men".

2. Provisions in the special law - The principle of equal opportunities and treatment between women and men, as a fundamental principle of human rights, is established in the framework normative act, respectively, Law no. 202/2002 on equal opportunities and treatment between women and men. Also, the need to empower and educate the young generation on the phenomenon of gender violence and the need to understand the gender perspective was not adequately found in the public policy response.

By Law no. 178/2018 for the amendment and completion of Regulation (EC) No 202/2002 on equal opportunities and equal treatment for women and men provided for a number of measures to promote the gender perspective and regulated more than 50 central and local public, civil and military institutions and authorities, employees, as well as for private companies with more than 50 employees, the possibility to identify an employee to whom to assign, through the job description, attributions in the field of equal opportunities between women and men, or, as the case may be, the possibility of the employer to opt for the employment of an equal opportunity expert / technician, within the existing budget for salary expenses.

Romania is one of the 10 global leaders who have become Champions of the "HeForShe" Campaign. The commitments assumed by Romania within the Campaign aim at: Creating a new occupation - expert in equal opportunities, launching a new integrated monitoring and reporting system in order to prevent all forms of domestic violence, launching programs for involving girls and boys in social life, political and economic with the mobilization of 100,000 young people.

The methodological norms for applying the provisions of Law no. 202/2002 on equal opportunities and treatment between women and men were adopted by Government Decision no. 262 dated 24.04.2019. Thus, according to Art. 4, "in order to prevent, combat and eliminate any behavior, defined as discrimination based on sex and to ensure equal opportunities and treatment between women and men, according to the law, employers must explicitly inform the fact that discrimination based on the criterion of sex is prohibited and to ensure that all employees are informed and informed of their provisions; It must ensure that all employees are kept informed of their rights as regards equal opportunities and equal treatment of women and men in employment through all possible means of communication, such as: meetings, meetings, press releases, messages sent by e-mail or posted on intranet networks, accounts of the entity opened in various social networks, sms, including by display in visible places through classic or electronic panels located inside / outside the building;

Moreover, art. 5 states that: "In order to prevent, combat and eliminate discrimination based on the criterion of sex, defined according to art. 11 of Law no. 202/2002, republished, with subsequent amendments and completions, employers must apply the following prevention and action measures:

- a) to elaborate a clear internal policy in the field of labor relations aimed at eliminating the tolerance of harassment at work and anti-harassment measures;
- b) to carry out projects, training programs, actions, information campaigns, education and awareness of employees in order to ensure a common understanding, on the internal policy on harassment at work and knowledge of how to report such a situation;
- c) to ensure specialized information and training sessions in the field of equal opportunities and treatment between women and men for the management of the institution and the other management positions;
- d) to promote an attitude based on mutual respect and good cooperation that generates professional behavior at all times, including in meetings organized outside the headquarters and outside working hours, as well as in the online environment;
- e) to inform employees on the procedure for filing a complaint of sexual harassment / inappropriate behavior at work and on how to resolve complaints / grievances made by persons harmed by such acts.

By Decision no. 365/2018 on the approval of the National Strategy on the promotion of equal opportunities between women and men and the prevention and combating of domestic violence for the period 2018-2021 and the Operational Plan on the implementation of the national strategy on the promotion of equal opportunities

between women and men and the prevention and combating of domestic violence 2018-2021, concrete measures were also established for the field of education as follows: 1.1. Increasing the awareness of children and young people about the legal provisions in the field of equal opportunities between women and men, 1.2. Combating gender stereotypes among young generation.

5.2 Elimination of all forms of violence against all women and girls, including in the public and private spheres, with regard to trafficking in human beings, sexual exploitation or other forms of exploitation

By Law 30/2016, Romania ratified the Istanbul Convention and, subsequently, in order to meet the requirements imposed by the harmonization with its provisions, an extensive process of analysis, identification of appropriate legal solutions and elaboration of normative acts in the field was started, with the practice and consultation of all relevant factors: specialists in the field at the level of ministries with responsibilities in the field, judges, prosecutors, civil society, academia, etc.

At present, the harmonization of domestic law with the provisions of the Istanbul Convention has been successfully achieved through a substantial legislative package:

- by Law no. 178/2018 on amending and supplementing Regulation 202/2002 on equal opportunities and equal treatment for women and men introduced the concept of “gender-based violence” under the Istanbul Convention;

- according to Law no. 174/2018 on amending and supplementing Law no. 217/2003 on preventing and combating domestic violence, the most important part of the new regulations marks a paradigm shift with a focus on the needs of the victim and the development of measures to prevent domestic violence (psychological counseling in cases of divorce with a history of domestic violence), domestic violence, monitoring protection orders / measures to prevent their violation). The regulations included in this normative act are likely to ensure adequate protection for victims of domestic violence and to increase confidence in the appropriate intervention of the authorities and the application of institutional mechanisms, rules and procedures that will be developed to implement the law.

The central pillar of the new regulations is the measure of issuing the provisional protection order, as a specific form of protection for victims of serious acts of domestic violence which ensures the immediate protection of the victim and the removal of the aggressor from home. In order to issue the provisional protection order, the prerogatives of the police officer were extended, who, according to the law, in order to remove the imminent danger in which the victim is, can have access at home and can order the evacuation of the aggressor (according to Article 52 of the Convention).

The Provisional Protection Order (OPP) and the Protection Order (OP) are monitored by the police, non-compliance with the measures ordered by the two instruments is currently a crime, for which there is a prison sentence of 6 months to 5 years. Also, at the level of secondary and tertiary legislation were elaborated: 2 Government Decisions (GD 365/2018, GD 262/2019) and 4 Orders (MMJS Order no. 2524 / 07.12.2018, Joint Order MAI / MMJS no.146 / 2578/2018, MMJS Order No. 2525 / 07.12.2018, MMJS Order No. 28 / 03.01.2019) which introduced new measures, methodologies and intervention mechanisms absolutely necessary for the implementation of the Istanbul Convention.

Other relevant documents adopted or in process of adoption:

- Regulation of cyber violence as a form of domestic violence (Law 217/2003)
- Regulation of compulsory legal aid for victims requesting the issuance of a PPO (Law 217/2003)
- Draft GD on the approval of the National Program for the Protection of Victims of Domestic Violence and of the methodology on the organization and functioning of the integrated national network of sheltered housing for victims of domestic violence (under approval)
- Draft GD on the approval of the National Strategy for the Prevention and Combating of Sexual Violence “SINERGIE” 2020-2030 (under approval)
- VERA predefined project - “Positive change through integrated action in turbulent times”, funded by a Norwegian grant, aimed at legal assistance and support for victims of domestic violence in the context of the COVID pandemic¹⁹.

Currently, the sectorial social policies of the Romanian Government in the field of preventing and combating domestic violence generate an extensive process of structural reform that will take place in the period 2019-2022, and which will ensure, for the reference period, the allocation of the total amount in value of 13.5 million Euros, by implementing 2 major projects The project “VENUS - Together for a safe life!” with funding through the Human Capital Operational Program (POCU), priority axis 4, specific objective 4.4 (48 months) and the predefined Project “Support for the implementation of the Istanbul Convention in Romania”, within the RO20 Funding Program - Domestic violence and violence based on gender gap, funded by the Kingdom of Norway through the Norwegian Financial Mechanism for the period 2014-2021 (36 months) with funding from European funds.

2. What actions and investments have been made for financing gender equality and the empowerment of women?

NAEO continues the efforts to capitalize on alternative public policy proposals formulated within the POCA Project “Gender-based budgeting in public policies” which was carried out in partnership with the “Corona” Foundation and the “Community Mediation and Security Center” Foundation. At the same time, NAEO constantly makes diligences for the implementation of initiatives / proposals to regulate the legislative framework that would allow the introduction of the principle of gender budgeting in financial-fiscal policies, a measure that would lead to ensuring adequate financial resources for implementing the measures addressed in directly to women, including victims of domestic violence. In this context, NAEO is currently implementing the

project “INCLUSION AND EQUAL OPPORTUNITIES POST-2020 - National strategic policy framework for social inclusion and equal opportunities post 2020 SIPOCA Code 653, funded by the Operational Program Administrative Capacity. The project is implemented by MMJS (Partnership Leader) in partnership with NAEO and the National School of Political and Administrative Studies (SNSPA). The aim of the project is to develop the administrative capacity of NAEO to base on evidence the public policies in the area of responsibility, the national strategic framework for gender equality post 2020, according to the requirements established by the European Commission, in order to meet the essential conditions accessing FESI in the period 2021-2027.

3. What steps have been taken to bolster women’s leadership and women’s full and equal participation in decision-making in all areas of sustainable development?

According to Law 202/2002 on equal opportunities and treatment between women and men, republished, Art. 21 par. (1) - “Central and local public and military institutions and authorities, economic and social units, as well as political parties, employers and trade unions’ organizations and other non-profit entities, which operate on the basis of their own statutes, promote and support participation women and men in leadership and decision-making and take the necessary measures to ensure the balanced participation of women and men in leadership and decision-making.” (Moreover, according to art. 37, paragraph (1), the violation of the provisions of the above mentioned article is sanctioned with a contravention fine between 3000 and 100,000 lei. The finding and sanctioning belongs to the National Council for Combating Discrimination (NCCD).)

Art. 23 (3), “Political parties have the obligation to provide in the statutes and internal regulations positive actions in favor of underrepresented sex at the decision level, as well as to ensure balanced representation of women and men in proposing candidates for local, general and general elections. European Parliament”. This article draws attention to the gender component and its importance when compiling lists of candidates.

Thus, national legislation in the field of equal opportunities and treatment between women and men already contains a number of provisions on the balanced participation of women and men in management and decision-making, which are the preconditions for the adoption of measures to promote and to a greater extent the balanced participation of women and men in leadership and decision-making.

Although most political parties in Romania have introduced in their statutes specific provisions on the nomination of candidates with respect to gender balance or even introduced quotas of representation of at least 30% of each sex on the lists of candidates, the principle of balanced representation of women and men in the functions of political decision adopted by the majority of political parties is not reflected in reality.

In Romania, the Electoral Law provides for both uninominal voting (for the election of the country's president, members of parliament, county council presidents and mayors) and list voting (for members of county councils and local councils). The statistical situation reveals that uninominal voting is not a system favorable to women, nor to candidates, much less to those elected. Theoretically, voting on lists can be considered in favor of women, provided that the list respects the gender balance and also places both men and women in a balanced position on the eligible seats at the beginning.

The continued existence of social stereotypes - based on traditions, habits, customs, perceptions - that establish the place, role and responsibilities of men and women within the system, requires a broad process of changing social consciousness. The action in this sense involves changing the mentalities at the collective level, identifying and acting on the causes underlying the non-involvement of women in decision-making and the causes that determine a certain tendency to vote among the population from different backgrounds, promoting successful models in among women who have proven their ability and efficiency in holding elected or appointed public positions.

We mention that the political parties through a natural process of maturation registered in the recent elections a jump on the participation of women from 11% to 20%, but the degree of interest shown is not the same for all political parties. In the case of the last parliamentary elections, some parties adopted the zipper principle, but without a legal norm, but through internal self-regulation mechanisms and we consider that we still have a lot to do in this field, because at present at the level of political parties stereotypes persist. actions to raise awareness and empower the political class on the concrete regulation of the ways of balanced participation of women and men in political life.

By adopting Law no. 23/2015, May 8 was declared the Day of Equal Opportunities between Women and Men. According to this law, public authorities and the Romanian Television and Radio Society can organize public events and actions dedicated to this day, in order to promote the benefits of equal opportunities between women and men. During 2020, a national campaign will be carried out on the need to increase women representation in decision-making, as, in this context of the COVID-19 pandemic, women in various fields work non-stop in the fight against the virus, but at decision-making level, men appear in the foreground. Once again, it is clear how women are not valued when decisions are made that directly influence their lives.

4. What macroeconomic, labor and social policies have been put in place that promote full and productive employment and decent work for women, in response to the impacts of the COVID-19 pandemic on women’s employment and economic rights and independence?

The development of female entrepreneurship is achieved through the State Aid Scheme for start-ups, respectively Romania Start-up Nation. Also, the encouragement of women in order to start their own business can be achieved through the Strategic Invest Romania framework - State aid program to support the strategic investments of local entrepreneurs.

Increasing women’s economic autonomy can be achieved through the National Entrepreneurship Development Program (NAP) - designed to increase the attractiveness of marginalized communities for investment,

development of business infrastructure in Romania and increase the attractiveness of Romania as an investment destination.

Another special measure to protect women from the future economic downturn and austerity is the Woman Manager program - an aid scheme provided under the National Multiannual Program for the Development of Entrepreneurship for Women in Small and Medium Enterprises.

NAEO envisages signing a Partnership with the Ministry of Economy, Energy and Business Environment to implement programs with impact in the field of equal opportunities between women and men, in order to support female entrepreneurship and ensure balanced participation of women and men in leadership and decision making.

In the process of preparing the National Rural Development Program (NRDP) 2014 - 2020, the Ministry of Agriculture and Rural Development (MADR) has implemented measures in accordance with the legal and institutional framework of member states likely to involve bodies responsible for promoting equality for the implementation of the program, including advice to project promoters on gender equality, activities related to European investment funds.

Temporary special measures aimed at accelerating the achievement of equal opportunities between women and men can be interpreted as positive measures, as mentioned in Law 202/2002 on equal opportunities and treatment between women and men. These types of measures are part of the Romanian legislation and contribute to the economic empowerment of women and girls in rural areas.

In the context of the COVID-19 pandemic, the National Agency for Equal Opportunities between Women and Men (NAEO), in exercising its role of state authority in the field of equal opportunities between women and men and that of preventing and combating domestic violence, has developed two Action plans focused on the two areas of competence, targeting mainly the following levels of intervention:

The field of equal opportunities between women and men:

1. Ongoing public communication on measures, rights and ways to address situations of gender discrimination, including gender-based violence, using communication channels accessible to the general public (Facebook and ANES website).
2. Starting an awareness campaign entitled "We see you, we respect you, we act together!" which will take place at national level and will have as objective the priority valorization of the work of the personnel from the fields of maximum importance in the context created by the COVID1 pandemic, health, public order, defense, education.
3. Maintaining a constant dialogue and transmitting recommendations to public and private entities active in the field of equal opportunities and treatment between women and men.
4. Development of its own emergency adaptation procedures generated by COVID 19, taking into account equal and non-discriminatory treatment for women and men, as well as respect for the rights of all persons in quarantine, regardless of religion, nationality, age, beliefs, category social, disability, belonging to a disadvantaged category.
5. Carrying out an analysis of gender discrimination, with regard to the situation of applications for technical unemployment, restriction of the activity of economic agents or the impossibility of continuing the lucrative activities by small private entrepreneurs, in the context of the pandemic and the emergence of national emergency.
6. Submitting the recommendations of the Ministry of Labor and Social Protection regarding the prevention and management of the situation generated by the COVID-19 pandemic in public services to COJES.
7. Communication with other European countries and European and international bodies and the exchange of information and good practice on measures imposed in the context of the COVID pandemic 19.
8. Ongoing dialogue and consultation with representative NGOs in the field on potential immediate actions and projects in the field of gender equality, in the context of the measures imposed by the pandemic.
9. Raise public awareness of the exponential increase in pressure on care tasks, and the need to introduce specific measures to alleviate the situation by constantly calling for the support of women, the main support in households.
10. Calling for improved home education programs, which require minimal guidance for parents, the introduction of new distance learning tools to complete the formal curriculum, and the design of alternative online teaching activities and programs could help balance additional care tasks as an effective way to close gender gaps in the home.
11. Carrying out a national campaign on the need to increase female representation in the decision-making process, as in this context of the COVID -19 pandemic.
12. Carrying out the campaign "Women in the front line!" on the FB page of ANES for highlighting the activity submitted by women in the front line during the COVID 19 pandemic, in areas such as health, public order, defense, education, etc.

The field of preventing and combating domestic violence:

1. Carrying out an analysis on the situation of cases of domestic violence registered in the first quarter of 2020 / accommodation capacity in social services.

From the continuous collaboration and dialogue between NAEO and the local public administration authorities with responsibilities in the field, it resulted that the social services in residential regime carry out their activity in compliance with the measures and recommendations imposed at national level in the context of emergency generated by the spread of COVID-19, and those in day care have modified and adapted their activity so that they can continue to ensure, in compliance with safety measures, counseling and informing victims of domestic violence by maintaining social distance, using alternative means of communication:

telephone, WhatsApp, Skype, etc. Regarding the total number of social services for victims of domestic violence, which currently exist at national level, this is 236 services, as follows:

- 146 social services designed to prevent and combat domestic violence, of which:
 - 105 residential services for victims of domestic violence, namely emergency reception centers, recovery centers for victims of domestic violence and sheltered housing for victims of domestic violence;
 - 41 day services, respectively centers for preventing and combating domestic violence, centers for information and awareness services for the population;
 - 6 social services for family aggressors;
 - 84 specialized services, of which: 42 support groups and 42 vocational counseling offices.
2. Permanent communication, on the Facebook address and on the ANES website, with the information of the public opinion about: the measures, the rights, the support services existing and available during this period. Permanent promotion of the single telephone line 0800 500 333 for victims of domestic violence and the unique emergency number 112 and transmission of press releases / interviews through the national news agencies Agerpres and Mediafax and radio stations (Antena Satelor, Europa FM etc.).
 3. Communication of recommendations to potential victims of domestic violence regarding the continued application of the protection measures provided by law
 4. Ongoing dialogue and making recommendations to all social service providers in order to remain available to potential beneficiaries - victims of domestic violence and to ensure admission to residential specialist services in compliance with the new safety and health protection measures.
 5. The recommendations of the Ministry of Labor and Social Protection regarding the prevention and management of the situation generated by the COVID-19 pandemic in social services, the recommendations of the managing authorities to the providers of social services for preventing and combating domestic violence, as well as other similar provisions in the military ordinances issued.
 6. Sending the recommendation regarding the adaptation of the activity of non-residential social services, as the case may be, through alternative means of communication such as telephone, WhatsApp, Skype, online information platform - on the institution's website, information through Facebook page, etc.
 7. Extending and diversifying the type of information provided at the level of the national hotline 0800 500 333 for victims of domestic violence, which operates non-stop at the level of NAEO, and making a fast connection, directly from the home page of the ANES website, thus allowing speed dialing.
 8. Organize specific training sessions in order to strengthen the intervention capacity of HELPLINE operators with a unique number 0800 500 333 within ANES, in order to increase the quality of services for victims of domestic violence, human trafficking and discrimination on the basis of sex.
 9. Permanent dialogue between the Romanian Police/IGPR to ensure the issuance of provisional protection orders in good condition and to monitor these orders and protection orders.
 10. NAEO communicated to both members of the Gender Equality Commission - Council of Europe and the Secretariat of the Council of Europe national initiatives to combat the impact of the COVID-19 crisis on women's rights, as well as in cases of domestic violence.
 11. Carrying out an analysis on measures and actions to prevent and combat domestic violence in other European countries in the context of the COVID 19 pandemic, respectively in: Bulgaria, Moldova, Serbia, Poland, Portugal, France, Germany, Italy and Spain.
 12. Ongoing dialogue and consultation with representative NGOs in the field on potential actions, measures and projects in the field.
 13. Collaboration and partnership with VODAFONE, regarding the launch in our country of the dedicated application - Bright Sky, as part of a global plan, which can be used by all women affected by domestic violence, in terms of information about real support offered by state institutions / services and NGOs, recommendations, legislation, contact details, etc. The application was launched on May 7, 2020.
 14. Elaboration of an Individualized Safety Plan for victims of domestic violence and its use within the specialized call center - 0800 500 333.
 15. A partnership agreement has been drawn up between ANES, the Committee on Equal Opportunities for Women and Men in the Chamber of Deputies, the Romanian Women's Lobby, the National College of Pharmacists and the Special Telecommunications Service on launching a campaign to support and inform victims of violence through pharmacies, respectively by using a code.
 16. Creating and broadcasting a message of public interest on Romanian television stations.

5. What response and recovery measures to the COVID-19 pandemic have been taken to improve and expand social protection for women (e.g., healthcare coverage, unemployment benefits, paid sick leave, paid parental leave, maternity benefits, pensions, income support such as cash transfers)?

One of the objectives included in the future National Strategy on Gender Equality 2021-2027 aims to reduce the risk of poverty and exclusion of women, through better employment in the labor market and reduce discrimination, namely: Women's participation in learning programs throughout life for the development of skills and qualifications leading to increased employment and mobility in the labor market. Also, another General Objective within the National Strategy on Gender Equality 2021-2027 aims at: -Increasing the degree of provision of services for all persons active on the labor market for balancing work and private life.

The social protection measures for the period of emergency determined by the COVID-19 epidemic, adopted by GEO no. 30/2020 aimed at: the conditions for the technical unemployment of employees and even freelancers, in areas affected by interruptions or reductions in activity due to the effects of the pandemic, the granting and payment of days off for child custody in the event of temporary closure ensuring the continued provision of the

incentive for inclusion and childcare support for parents affected by the state of emergency, as well as social health leave and allowances for people in quarantine. The amount of the allowance for technical unemployment is 75% of the GROSS salary, but not more than 75% of the average gross salary used to substantiate the state social insurance budget. Law no. 19/2020 provided free days for child custody.

6. What actions have been taken to expand the availability and affordability of care services to address the increase in unpaid care and domestic work as a result of the COVID-19 pandemic (e.g., care subsidies, paid leave)?

We note that NAEO has been in constant dialogue and has made recommendations to all social service providers to remain available to potential beneficiaries - vulnerable people and victims of domestic violence and to ensure admission to residential specialized services in compliance with the new security protection measures (some of them developed their own procedure adapted to the emergency situation generated by COVID 19, taking into account: increased hygiene, social distancing, possibly isolation of new beneficiaries / quarantine).

The list of functional social services and contact details is posted both on the institution's Facebook page and on the website. It was also extended and diversified to the type of information provided on the national telephone line 0800 500 333 for victims of domestic violence, available free of charge, helpline with non-stop assistance, 24 hours a day, 7 days a week - 0800 500 333 (e.g. guidance on: telework, work from home, possibility to stay at home with children under 12, technical unemployment, information for Romanian women abroad in other states affected by COVID -19, information on national measures adopted by Military Ordinances, etc.).

Currently, the law has been promulgated under which the Ministry of Education has the possibility to issue vouchers for preschoolers and students up to the fourth grade, from state or private education, for the payment of services such as "School after school".

7. What action has been taken to increase resources and support for women's and civil society organizations as they cope with the COVID-19 pandemic?

Constant collaboration and consultation with non-governmental organizations that manage women's issues is a constant in the process of drafting normative acts and public policies in the areas of competence within the scope of activity of NAEO.

This area of action, which is particularly important, must be found in the existing inter-institutional mechanisms at central and local level: the National Commission for Equal Opportunities between Women and Men, the Inter-ministerial Committee for Preventing and Combating Domestic Violence, the County Commissions for Equality Opportunities between Women and Men.

Currently, the National Agency for Equal Opportunities between Women and Men (NAEO) is implementing in partnership with the Center for Curricular Development and Gender Studies: FILIA, the project "Women during and after coronavirus: Information, Research and Advocacy for Gender Equality". The project is funded by the Active Citizens Fund Romania Program, Call 4 Human Rights Awareness and Equal Treatment.

8. What steps have been taken to improve gender-responsive data collection in the context of follow-up to the 2030 Agenda for Sustainable Development, and to track and monitor the gender-specific impacts and response measures to the COVID-19 pandemic?

Regarding the collection of correct and disaggregated data on the basis of sex, we mention that NAEO has concluded a collaboration protocol with the National Institute of Statistics to improve data collection at national level, which are the basis for specific public policies and reporting national obligations according to international documents signed and ratified by Romania.